

ADDENDUM TO
RECORD OF PROCEEDINGS
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

IN THE MATTER OF:

DOCKET NUMBER: 97-01735

COUNSEL: None

HEARING DESIRED: Yes

AUG 10 1998

APPLICANT REQUESTS THAT:

(By amendment to his original application) The requirement that he complete 18 months of mandatory On-The-Job Training (OJT) be waived and he be permitted to obtain the Career Development Courses (CDCs) which he must complete in order to be awarded a 7-skill level in his Air Force Specialty Code (AFSC).

APPLICANT CONTENDS THAT:

As a result of the earlier consideration of his application, on 10 September 1997, it was directed that the effective date and date of rank for his promotion to the grade of staff sergeant be backdated from 1 May 1997 to 16 February 1996. Based on this correction to the records, his supervisors began to prepare him for award of his 7-skill level, which is a requirement for promotion to technical sergeant.

He was awarded the Information Management AFSC due to his past military experience. He did not have to attend formal training. Six months into his CDC training, he was told there was no longer a test for award of the 5-skill level and that he would be awarded that skill level on an OJT basis. He assumed that his 7-level training had begun at that time, as did his supervisors, and that, when the correction to his promotion dates was approved, the mandatory 18 months of OJT training would be backdated also. After being notified that his request for changes to his promotion dates had been approved, he reported to the training office. Both he and his superiors were told that the 18-month requirement would not be waived.

He is asking the Board to again evaluate the facts and circumstances of his case, and, his qualifications. He believes he has done all of the required training.

In support of his amended request, the applicant provided a copy of his Classification/On-the-Job Training Actions, dated 29 September 1997 (see Exhibit A).

RESUME OF THE CASE:

On 29 May 1997, the applicant requested that his effective date and date of rank for promotion to the grade of staff sergeant be changed. The Board considered the application and concurred with the recommendation of ANG/MPPU that the applicant's request should be favorably considered (Exhibit B).

STATEMENT OF FACTS:

The applicant is a member of the Air National Guard who is currently serving on a statutory tour of active duty. His most recent enlistment was in the Air National Guard on 16 January 1996 in the grade of senior airman (E-4) for a period 6 years. He was credited with prior service in the Army National Guard, the Air National Guard, the Regular Army, and the Army Reserve, during which time, he performed duties as a cavalry scout, security/military policeman, and M-1 Abrams armor crewman. His paydate is 9 June 1980. As of the Retirement Year Ending 15 January 1998, he was credited with 13 years, 7 months and 28 days of satisfactory Federal service and approximately 9 years, 7 months and 9 days of total active Federal military service.

Following his most recent enlistment in the Air National Guard, on 1 August 1996, the applicant was relieved from his assignment as a Law Enforcement Specialist (Duty AFSC 3P051), and, was ordered to active duty for a period of 48 months per 10 USC 12301(d) and assigned to duties as an Information Management Technician (Duty AFSC 3A071). On 29 September 1997, he was awarded the 5-skill level in AFSC 3A0X1, effective 1 March 1997. He was promoted to the grade of staff sergeant on 1 May 1997. His promotion dates to staff sergeant were subsequently changed to 16 February 1996.

AIR FORCE EVALUATION:

The Chief, Utilization Branch, ANG/MPPU, reviewed the applicant's amended request and recommended denial. MPPU provided an assessment by a Training Manager in which it was indicated the Career Field Manager waived the mandatory 3-level technical school at the time the applicant was assigned to the position he currently holds. The applicant was enrolled in the 5-level CDC, however, he was disenrolled based on pass/fail rate statistics provided by ECI. Supervisors were advised that they must provide subject knowledge training and document a training plan. After several changes of supervision, a new supervisor documented the training and requested 5-skill level upgrade which was backdated to 1 March 1997; reflecting the actual date the applicant completed 5-level training. The applicant and his supervisor then met with the Training Manager to discuss the waiver of the 7-skill level time

requirements that would coincide with promotion opportunities. The Training Manager denied this request based on the lack of formal training.

Although the 7-skill level focuses on the managerial aspects of an AFSC, there are critical tasks the trainee must know and perform to be effective. The Training Manager is of the opinion that waiving another mandatory training requirement would be detrimental to the individual's career and the organization.

MPPU agreed with this assessment and indicated that it is imperative that the ANG train to the same standards as their Air Force counterparts. Completion of mandatory operational training and time-in-training requirements ensures trainees are trained on all aspects of their career field for career progression.

A complete copy of the foregoing evaluations is at Exhibit C.

APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

A copy of the foregoing advisory opinions was forwarded to the applicant on 25 March 1998 for review and comment. As of this date, no response has been received by this office.

THE BOARD CONCLUDES THAT:

1. The applicant has exhausted all remedies provided by existing law or regulations.
2. The application was timely filed.
3. Sufficient relevant evidence has been presented to demonstrate the existence of probable injustice. The applicant's current request should be approved as a continuation of the previously-approved relief. Had the errors in the applicant's dates of rank not occurred, he would have entered 7-skill level training at an earlier date. It is unclear when this would have occurred. Nevertheless, we believe that to mandate the 18-month requirement in spite of the retroactive changes in the record would constitute a continuation of the injustice resulting from the error which occurred when his promotion to staff sergeant was delayed. Even if the 18-month OJT rule is waived, the applicant will still be required to complete his CDCs and obtain his supervisor's approval prior to being upgraded to his 7-skill level. These requirements are, in our estimation, sufficient to safeguard the best interests of the service and the applicant. Accordingly, the his records should be corrected in the following manner.

THE BOARD RECOMMENDS THAT:

The pertinent military records of the Department of the Air Force relating to APPLICANT be corrected to show that competent authority approved a waiver of the 18-month On-The-Job (OJT) training requirement set forth in AFI 36-2101, Table 3.7, Rule 4, for award of a 7-skill level in Air Force Specialty Code (AFSC) 3A0X1.

The following members of the Board considered this application in Executive Session on 18 June 1998, under the provisions of AFI 36-2603:

Mr. Charles E. Bennett, Panel Chair
Mr. John T. Dorsett, Member
Mr. Steven A. Shaw, Member

All members voted to correct the records, as recommended. The following documentary evidence was considered:

- Exhibit A. Letter from the applicant, undated, with attachments.
- Exhibit B. Record of Proceedings, AFBCMR 97-01735, dated 10 September 1997, with attachments.
- Exhibit C. Letter, ANG/MPPU, dated 3 March 1998, with attachment.
- Exhibit D. Letter, AFBCMR, dated 25 March 1998.



CHARLES E. BENNETT
Panel Chair



DEPARTMENT OF THE AIR FORCE
WASHINGTON, DC

Office of the Assistant Secretary

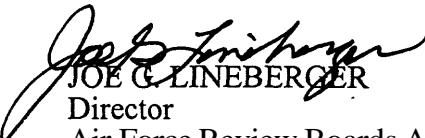
AUG 10 1998

AFBCMR 97-01735

MEMORANDUM FOR THE CHIEF OF STAFF

Having received and considered the recommendation of the Air Force Board for Correction of Military Records and under the authority of Section 1552, Title 10, United States Code (70A Stat 116), it is directed that:

The pertinent military records of the Department of the Air Force relating to [REDACTED], be corrected to show that competent authority approved a waiver of the 18-month On-The-Job (OJT) training requirement set forth in AFI 36-2101, Table 3.7, Rule 4, for award of a 7-skill level in Air Force Specialty Code (AFSC) 3A0X1.


JOE C. LINEBERGER
Director
Air Force Review Boards Agency